

# GENDER PAY GAP REPORT

**United Living South Ltd**

April 2024



## BACKGROUND

There is a requirement for all private sector employers with more than 250 employees to publish their gender pay gap. The Gender Pay Gap Regulations, a provision of the Equality Act, came in to force on 1 October 2016.

The gender pay gap looks at both the mean (average) and median (middle) for the pay gap reporting. The mean is the difference between the average hourly pay, calculated by adding all the pay rates together and dividing them by the total number of employees. The median is the difference in hourly pay between the person paid at the mid-point if you were to line all employees from highest to lowest pay between each gender.

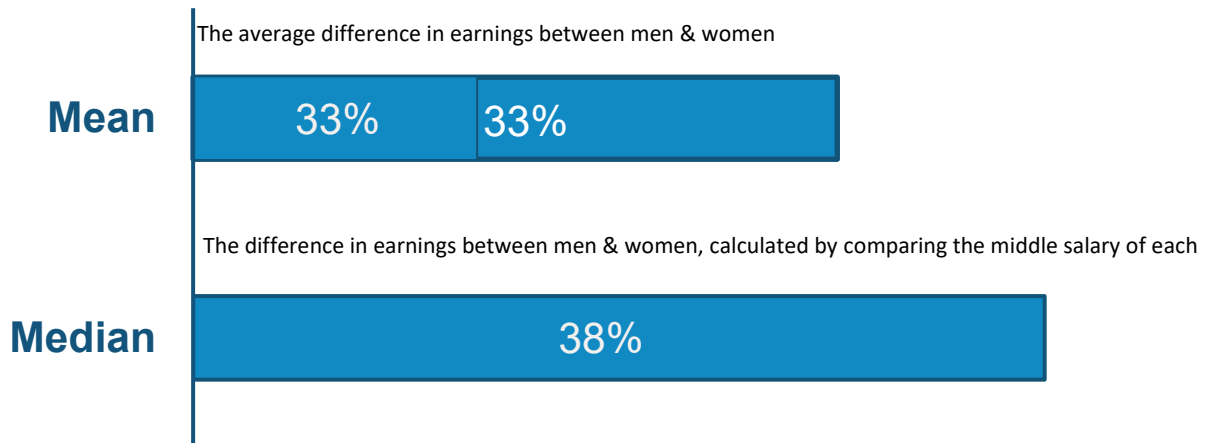
The gender pay gap statistics are calculated using basic pay on 5 April 2024. Bonus pay statistics are calculated from the 12 months leading to 5 April 2024.

Whilst the gender pay gap is the measure of the difference between the average earnings between male and female employees, it does not take into consideration equal pay. Equal pay is the legal obligation as an employer to give equal pay for equal work. Our pay gap is not a result of equal pay issues, instead it is due to a lower representation of women in senior roles and fewer men in junior roles.

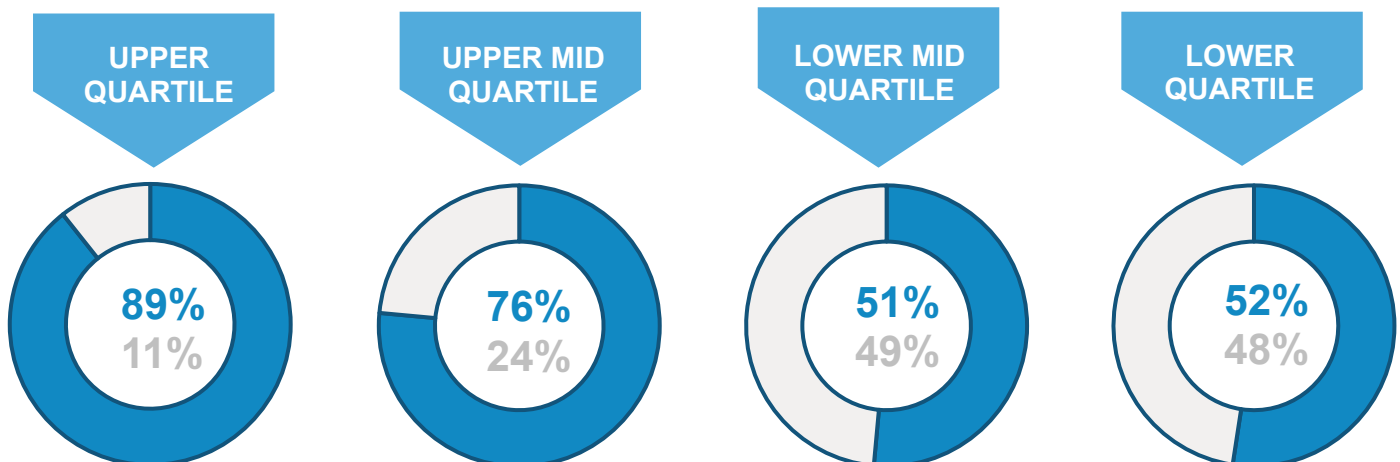
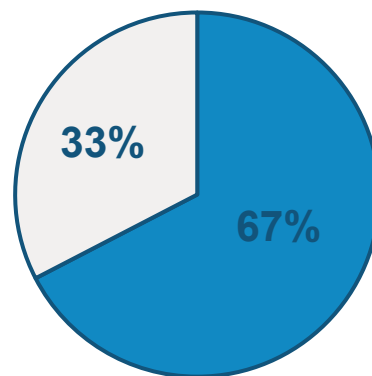
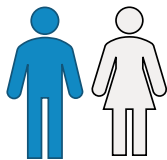
This statement confirms that the published information is accurate at the time of publishing and is signed by Sean Luchmun, Chief SHEQ & People Officer.

## STATISTICS

This report is based on 411 eligible employees on the date of 5 April 2024.



## Employees by Gender



Pay quartiles divide eligible employees into 4 equal groups based on salary, showing the distribution of men and women across each pay level. Each pay quartile contains 102-103 employees.

## BONUS PAY GAP

### Mean

**2023**  
71%



**2024**  
17%

### Median

**2023**  
66%



**2024**  
64%

## EMPLOYEES RECEIVING A BONUS

### Male

**2023**  
8%



**2024**  
14%

### Female

**2023**  
5%



**2024**  
10%

## PREVIOUS REPORTING YEARS

|                              | 2020 | 2021 | 2022 | 2023 | 2024 |
|------------------------------|------|------|------|------|------|
| <b>Mean</b>                  | 39%  | 27%  | 28%  | 30%  | 33%  |
| <b>Median</b>                | 41%  | 33%  | 41%  | 42%  | 38%  |
| <b>Men Receiving bonus</b>   | 10%  | 3%   | 13%  | 8%   | 14%  |
| <b>Women receiving bonus</b> | 7%   | 1%   | 5%   | 5%   | 10%  |
| <b>Bonus Mean</b>            | 31%  | -65% | 69%  | 71%  | 17%  |
| <b>Bonus Median</b>          | 77%  | -60% | 60%  | 66%  | 64%  |

|                           | 2020 |        | 2021 |        | 2022 |        | 2023 |        | 2024 |        |
|---------------------------|------|--------|------|--------|------|--------|------|--------|------|--------|
|                           | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| <b>Upper Quartile</b>     | 83%  | 17%    | 86%  | 14%    | 86%  | 14%    | 87%  | 13%    | 89%  | 11%    |
| <b>Upper Mid Quartile</b> | 92%  | 8%     | 66%  | 34%    | 83%  | 17%    | 86%  | 14%    | 76%  | 24%    |
| <b>Lower Quartile</b>     | 66%  | 34%    | 50%  | 50%    | 57%  | 43%    | 55%  | 45%    | 51%  | 49%    |
| <b>Lower Mid Quartile</b> | 37%  | 63%    | 43%  | 57%    | 49%  | 51%    | 46%  | 54%    | 52%  | 48%    |

## CONCLUSION

United Living South is part of the United Infrastructure Group, who have a shared vision and set of commitments.

We take equity, diversity and inclusion very seriously in our business, here are some of the measures and initiatives we have put in place:

These include:

- Maturing our ESG business impact assessment score
- Dedicated Early careers team, to drive diversity through Apprentice & Graduate programmes, upskilling new talent
- Equality and Diversity training available to all employees to raise awareness of some of the challenges people face throughout the employment cycle
- United Women's Network formed to support Women in the Group connect, share experience and exchange knowledge. To help breakdown barrier and promote gender equality.
- Agile Working, to allow a diverse range of people to apply and work for us
- Creation of the Innovation platform 'Cultivate' to allow employees to submit ideas across the group to help us improve the way we operate now and, in the future
- Disability Confident accreditations to ensure we apply good practice which is recognised externally
- Additional employee benefits introduced, including:
  - Enhanced maternity pay, to maintain financial security whilst growing a family
  - Holiday Purchase scheme, to offer a greater flexibility to those that require additional personal or family time
- Investing in recruitment – with a dedicated team in place to attract a diverse workforce with additional recruitment and Induction training in place for managers
- IIP Gold accreditation across the Group
- Outreach to schools and colleges to introduce students to diverse roles in the industry